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ABSTRACT

Tables are provided presenting data on the academic background, tenure, sex, age, program category, average salary, and salary ranges of the full-time professional staff employed by six Hawaii community colleges in fall 1981. Five personnel categories are investigated: (1) institutional support, including professional staff in the provost's office, business affairs, and operation and maintenance; (2) academic support, including the dean of instruction, the director of public service and instruction, and library and educational media staff; (3) student services, including the dean of students and personnel involved in counseling, student activities, student health, student support, and admissions and records; (4) public service, including those involved in apprenticeship and community service programs; and (5) instruction, including department chairpersons and faculty. Among the findings presented are the following: the instructional category had the highest percentage of staff (82%), followed by student services (7.7%), academic support (5.6%), public service (2%), and institutional support (2%); of the 466 full-time instructors, 63% were males and 66% were tenured; the average salary for instructors was $23,046, and their average age was 44 years. The study report presents findings by campus for each personnel category and provides comparative data from 1979 and 1980. (KL)

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SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF COMMUNITY COLLEGES FALL 1981

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OFFICE OF INSTITUTIONAL RESEARCH & ANALYSIS
UNIVERSITY OF HAWAII

FEBRUARY 1982

SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1981

Introduction

This report summarizes data on the following characteristics of full-time community college professional staff: sex, academic background, tenure status, age, program category, average salaries and salary ranges. Data such as these are useful in reviewing personnel practices and in responding to inquiries from various agencies.

The primary attention of this report is on FULL-TIME BOR APPOINTEES WHOSE STANDARD FORM 5Bs (SF-5Bs) WERE SUBMITTED TO AND PROCESSED BY THE UNIVERSITY PERSONNEL OFFICE BY THE OCTOBER 31, 1981 UPDATE. Included in the headcount of BOR staff in the main body of the report are all those who were on the payroll as of the Oct. 31 update, except those on leave from the University. (Staff on sick leave are included.) Minimal information (mostly headcount) is provided on: lecturers, part-time BOR appointees and professional staff on leave.

Information for this report is abstracted from Faculty-Staff Information System (FSIS) summary reports 2530-2535, as of October 31, 1981. Standard Form 5Bs were used as the basis of these computer reports.

Data on the BOR staff are summarized by five major groups. (See Appendix A.) These categories were developed jointly by representatives from the colleges, Management Systems Office and the Office of the Chancellor for Community Colleges.[1]

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[1]Data on Hawaii Community College are not included in this report. Further, Community College System data for the past years have been recalculated to reflect data for six colleges, only. Therefore, the figures in this report differ from those cited in CC-IRP 117.

HIGHLIGHTS

TABLE 1: UNDUPLICATED HEADCOUNT OF ALL PROFESSIONAL STAFF

Table 1 displays an unduplicated headcount of all professional staff by program category and employment status. It should be noted that a lecturer or instructor teaching at more than one campus is counted only once, at his designated "home campus".

- A total of 1,021 Board of Regent appointees (BOR) were employed by the University of Hawaii Community Colleges as of October 31, 1981, an increase of 44 (4.5 percent) from the count of 977 reported for October 1980. This count excludes BOR appointees on leave from the University. Appendix E displays data on the Instructors on leave for Fall 1981.

- Of the total 1,021 Community College appointees, 635 (62.2 percent) held full-time appointments. Lecturers made up 36.3 percent of the total CC appointees with 371 appointments, and part-timers made up 1.5 percent with 15 appointments.

CC Professional Staff	No. of BOR Appointments	Percentage
Full-Time	635	62.2
Part-Time	15	1.5
Lecturers	371	36.3
	1,021	100.0

- The Instruction grouping held the largest number of appointments with 840 appointees (82.3 percent).

Grouping	No. of Appointees	Percentage
Institutional Support	21	2.1
Academic Support	57	5.6
Student Services	79	7.7
Instruction	840	82.3
Gen Ed	(473)	(46.3)
Voc Ed	(367)	(36.0)
Public Services	24	2.3
	1,021	100.0

TABLE 2: SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF

Table 2 displays information on the sex, highest degree earned, and mean age of CC full-time professional staff, by program category.

- Of the total 635 CC full-time professional staff, 379 (60 percent) were males.
- Of the total full-time professional staff, 478 (75 percent) held at least a Master's degree as their highest degree.
- The mean age of the full-time professional staff was 43.5 years.

CC Campus	% Male	% of Prof Staff with at least Master's as Highest Degree	Mean Age
CC SYSTEM TOTAL	60	75	43.5
Honolulu	64	68	43.7
Kapiolani	53	78	45.6
Kauai	67	74	42.5
Leeward	62	79	44.1
Maui	58	72	41.2
Windward	50	85	40.5

TABLE 3: SELECTED CHARACTERISTICS OF FULL-TIME INSTRUCTORS

Table 3 displays the average salary, salary ranges, tenure status, mean age, highest degree earned, and instructional area of all full-time community college instructors, by sex. Tables 3A through 3F display the same information for each campus.

- Of the total 466 full-time CC instructors, 292 (63 percent) were males.
- The average salary for all instructors was $23,046, with men averaging $23,971 and women $22,459. Total salary outlay for full-time instructors, by campus, is shown in Appendix C. (Average salaries for other full-time CC appointees are displayed in Appendix B.)
- Of the 466 instructors, 307 (66 percent) were tenured, with an additional 123 (26 percent) on the tenure track. (More detailed information on the tenure status of the full-time CC instructors is available in Appendix D.)
- The mean age of instructors was 44.4 years with men averaging 45.3 years and women averaging 42.9 years.
- Of the total full-time instructors, 351 (76 percent) held at least a Master's degree as their highest degree earned.

- Of the 466 instructors, 256 (55 percent) were assigned to General Education as their instructional area.

CC Campus	% Male	Avg Salary	% of F/T Instr. Tenured	Mean Age	% of F/T Instr. with at least Master's as Highest Degree
CC SYSTEM TOTAL	63	$23,406	66	44.4	76
Honolulu	74	22,896	65	45.8	66
Kapiolani	53	25,085	68	46.6	78
Kauai	63	22,916	61	42.6	72
Leeward	65	23,543	78	44.7	81
Maui	61	22,871	54	41.7	70
Windward	50	21,131	44	39.5	88

TABLE 4: SELECTED CHARACTERISTICS OF COMMUNITY COLLEGE LECTURERS

Table 4 displays the sex, instructional area, highest degree earned, average salary, salary ranges, and mean age of community college lecturers by campus.

- Of the total 371 lecturers, 197 (53 percent) were males;
- 228 (62 percent) of the total lecturers held at least a Master's degree as their highest degree.
- The General Education instructional area had an assignment of 213 (57 percent) lecturers.
- The average salary for all CC lecturers was $3,039; with 256 (69 percent) lecturers in salary range 2.
- The mean age of lecturers was 39.3 years.

TABLE 1
UNDUPLICATED HEADCOUNT
BY PROGRAM CATEGORY & FULL- & PART-TIME STATUS
ALL PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1981

Note: A lecturer or instructor teaching at more than one campus is counted only once, at his designated "home campus."

By College, Full- & Part-Time Status	TOTAL	Institutional Support	Academic Support	Student Services	Instruction			Public Services
					Sub-Total	General Education	Voc-Tech	
TOTAL	1,021	21	57	79	840	473	367	24
Full-Time	*635*	*20*	*54*	*76*	*466*	*256*	*210*	*19*
Part-Time	*15*	*1*	*3*	*3*	*7*	*4*	*3*	*1*
Lecturers	*371*				*367*	*213*	*154*	*4*
Honolulu CC	270	3	16	17	217	110	107	17
Full-Time	*156*	*3*	*16*	*17*	*107*	*50*	*57*	*13*
Part-Time								
Lecturers	*114*				*110*	*60*	*50*	*4*
Kapiolani CC	227	5	11	12	198	94	104	1
Full-Time	*126*	*4*	*10*	*12*	*99*	*39*	*60*	*1*
Part-Time	*5*	*1*	*1*		*3*	*1*	*2*	
Lecturers	*96*				*96*	*54*	*42*	
Kauai CC	79	4	7	7	61	30	31	
Full-Time	*61*	*4*	*7*	*7*	*43*	*21*	*22*	
Part-Time								
Lecturers	*18*				*18*	*9*	*9*	
Leeward CC	249	3	11	19	212	142	70	4
Full-Time	*162*	*3*	*10*	*19*	*126*	*93*	*33*	*4*
Part-Time	*2*		*1*		*1*	*1*		
Lecturers	*85*				*85*	*48*	*37*	
Maui CC	121	3	6	15	95	52	43	2
Full-Time	*78*	*3*	*5*	*12*	*57*	*28*	*29*	*1*
Part-Time	*6*		*1*	*3*	*1*		*1*	*1*
Lecturers	*37*				*37*	*24*	*13*	
Windward CC	75	3	6	9	57	45	12	
Full-Time	*52*	*3*	*6*	*9*	*34*	*25*	*9*	
Part-Time	*2*				*2*	*2*		
Lecturers	*21*				*21*	*18*	*3*	

Source: FSIS Computer Report 2533A, October 31, 1981.

TABLE 2
SEX, HIGHEST DEGREE EARNED, AND MEAN AGE, BY PROGRAM CATEGORY
[FULL-TIME PROFESSIONAL STAFF]
COMMUNITY COLLEGES
FALL 1981

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category	TOTAL		Sex		Highest Degree Earned					Mean Age
	No.	%	Male	Female	Doctorate	Professional	Masters	Bachelors	Less Than Bachelors	
TOTAL	635	100%	379	256	60	4	414	105	52	43.5
(Horizontal %)	(100%)		(60%)	(40%)	(9%)	(1%)	(65%)	(17%)	(8%)	
Institutional Support	20	3%	14	6	3		7	8	2	42.7
Academic Support	54	9%	31	23	5		36	8	5	43.0
Student Services	76	12%	32	44	5	1	59	10	1	39.6
Instruction	466	73%	292	174	47	3	301	71	44	44.4
General Education	256	40%	156	100	39		199	18		42.7
Vocational-Tech	210	33%	136	74	8	3	102	53	44	46.5
Public Services	19	3%	10	9			11	8		39.5
HONOLULU CC	156	100%	100	56	19	1	86	28	22	43.7
(Horizontal %)	(100%)		(64%)	(36%)	(12%)	(1%)	(55%)	(18%)	(14%)	
Institutional Support	3	2%	2	1			1	2		45.0
Academic Support	16	10%	9	7	3		8	4	1	41.1
Student Services	17	11%	3	14	2		14	1		35.3
Instruction	107	69%	79	28	14	1	56	15	21	45.8
General Education	50	32%	31	19	11		39			41.7
Vocational-Tech	57	37%	48	9	3	1	17	15	21	49.4
Public Services	13	8%	7	6			7	6		40.3
KAPIOLANI CC	126	100%	67	59	8	2	89	21	6	45.6
(Horizontal %)	(100%)		(53%)	(47%)	(6%)	(1%)	(71%)	(17%)	(5%)	
Institutional Support	4	3%	2	2	1		1	2		41.8
Academic Support	10	8%	6	4	1		7	1	1	43.4
Student Services	12	9%	6	6			12			40.7
Instruction	99	79%	52	47	6	2	69	17	5	46.6
General Education	39	31%	24	15	3		34	2		44.6
Vocational-Tech	60	48%	28	32	3	2	35	15	5	47.9
Public Services	1	1%	1					1		*
KAUAI CC	61	100%	41	20	6		39	10	6	42.5
(Horizontal %)	(100%)		(67%)	(33%)	(10%)		(64%)	(16%)	(10%)	
Institutional Support	4	3%	4				3		1	46.5
Academic Support	7	11%	5	2			5	1	1	42.4
Student Services	7	11%	5	2			6	1		39.6
Instruction	43	70%	27	16	6		25	8	4	42.6
General Education	21	34%	16	5	5		14	2		43.5
Vocational-Tech	22	36%	11	11	1		11	6	4	41.8
LEEWARD CC	162	100%	100	62	18		110	20	14	44.1
(Horizontal %)	(100%)		(62%)	(38%)	(11%)		(68%)	(12%)	(9%)	
Institutional Support	3	2%	2	1	1		1		1	45.3
Academic Support	10	6%	6	4			6	2	2	44.7
Student Services	19	12%	9	10	2		13	4		42.6
Instruction	126	78%	82	44	15		87	13	11	44.7
General Education	93	57%	55	38	14		69	10		43.5
Vocational-Tech	33	21%	27	6	1		18	3	11	47.9
Public Services	4	2%	1	3			3	1		31.8
MAUI CC	78	100%	45	33	4	1	51	18	4	41.2
(Horizontal %)	(100%)		(58%)	(42%)	(5%)	(1%)	(66%)	(23%)	(5%)	
Institutional Support	3	4%	2	1			1	2		39.7
Academic Support	5	6%	3	2	1		4			40.6
Student Services	12	15%	4	8		1	8	2	1	38.9
Instruction	57	73%	35	22	3		37	14	3	41.7
General Education	28	36%	19	9	3		21	4		40.7
Vocational-Tech	29	37%	16	13			16	10	3	42.7
Public Services	1	1%	1				1			*
WINDWARD CC	52	100%	26	26	5		39	8		40.5
(Horizontal %)	(100%)		(50%)	(50%)	(10%)		(75%)	(15%)		
Institutional Support	3	6%	2	1	1			2		37.0
Academic Support	6	12%	2	4			6			47.3
Student Services	9	17%	5	4	1		6	2		40.6
Instruction	34	65%	17	17	3		27	4		39.5
General Education	25	48%	11	14	3		22			40.3
Vocational-Tech	9	17%	6	3			5	4		37.3

*This person's age is included in calculating college mean.

Source: ESIS Reports 2530 and 2531, October 31, 1981.

TABLE 3
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
COMMUNITY COLLEGES*
FALL 1979 - 1981

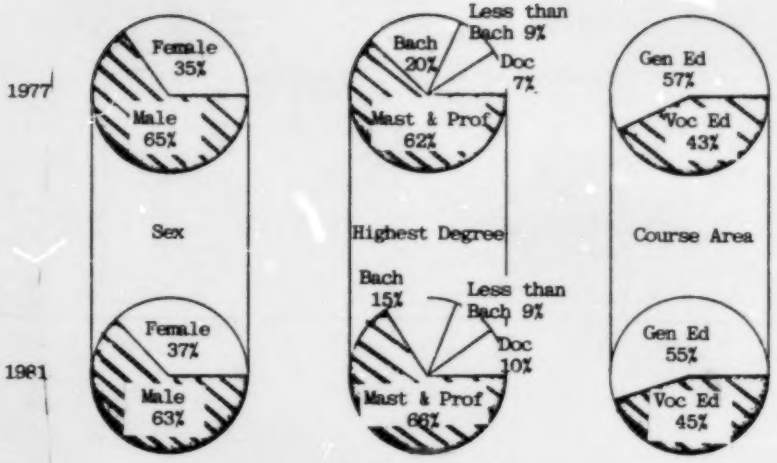
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

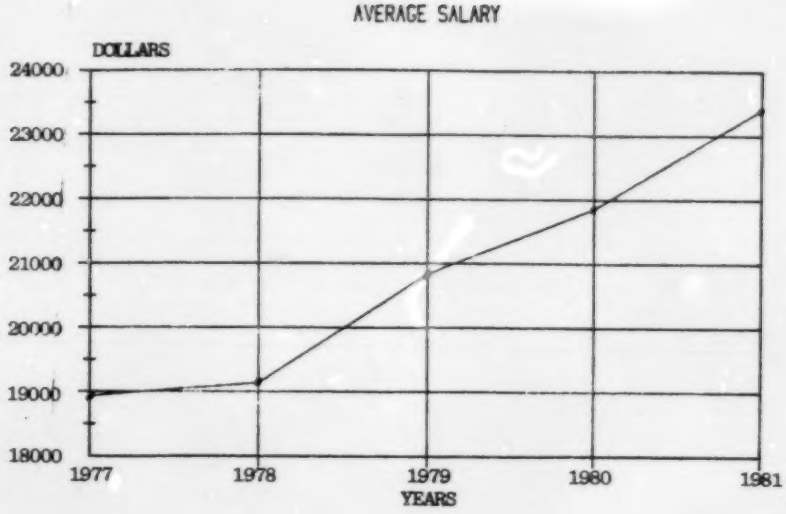
Characteristic	1979						1980						1981					
	TOTAL		MALE		FEMALE		TOTAL		MALE		FEMALE		TOTAL		MALE		FEMALE	
	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	463	100	291	100	172	100	470	100	295	100	175	100	466	100	292	100	174	100
(H%)	(100)		(63)		(37)		(100)		(63)		(37)		(100)		(63)		(37)	
BY AVERAGE SALARY	20,380		21,045		19,255		21,850		22,384		20,951		23,406		23,971		22,459	
BY SALARY RANGE																		
Range 1	8	<1%	1	<1%	7	4	4	1	1	<1%	3	2	5	1	3	1	2	1
(H%)	(100)		(12)		(88)		(100)		(25)		(75)		(100)		(60)		(40)	
Range 2	110	24	65	22	45	26	131	28	78	26	53	30	140	30	81	28	59	34
(H%)	(100)		(59)		(41)		(100)		(60)		(40)		(100)		(58)		(42)	
Range 3	35	8	14	5	21	12	37	8	17	6	20	11	37	8	18	6	19	11
(H%)	(100)		(40)		(60)		(100)		(46)		(54)		(100)		(49)		(51)	
Range 4	95	21	62	21	33	19	88	19	57	19	31	18	83	18	53	18	30	17
(H%)	(100)		(65)		(35)		(100)		(65)		(35)		(100)		(64)		(36)	
Range 5	212	46	149	51	63	37	207	44	142	48	65	37	198	42	137	47	61	35
(H%)	(100)		(70)		(30)		(100)		(69)		(31)		(100)		(69)		(31)	
Other	3	1			3	2	3	1			3	2	3	1			3	2
(H%)	(100)				(100)		(100)				(100)		(100)				(100)	
BY TENURE STATUS																		
Tenured	302	65	203	70	99	58	312	66	209	71	103	59	307	66	202	69	105	60
(H%)	(100)		(67)		(33)		(100)		(67)		(33)		(100)		(66)		(34)	
On Tenure Track	127	27	75	26	52	30	121	26	70	24	51	29	123	26	75	26	48	28
(H%)	(100)		(59)		(41)		(100)		(58)		(42)		(100)		(61)		(39)	
Not Eligible	15	3	5	2	10	6	33	7	15	5	18	10	32	7	14	5	18	10
(H%)	(100)		(33)		(66)		(100)		(45)		(56)		(100)		(44)		(56)	
Other	19	4	8	3	11	6	4	1	1	<1	3	2	4	1	1	<1%	3	2
(H%)	(100)		(42)		(58)		(100)		(25)		(75)		(100)		(25)		(75)	
BY MEAN AGE	43.0		44.2		41.2		44.0		44.6		42.8		44.4		45.3		42.9	
BY HIGHEST DEGREE																		
Doctorate	41	9	30	10	11	6	42	9	30	10	12	7	47	10	36	12	11	6
(H%)	(100)		(73)		(27)		(100)		(71)		(29)		(100)		(77)		(23)	
Professional	4	1	4	1			3	1	3	1			3	1	3	1		
(H%)	(100)		(100)				(100)		(100)				(100)		(100)			
Masters	293	63	169	58	124	72	303	65	171	58	132	75	301	65	167	57	134	77
(H%)	(100)		(58)		(42)		(100)		(56)		(44)		(100)		(55)		(45)	
Bachelors	81	17	49	17	32	19	77	16	50	17	27	15	71	15	46	16	25	14
(H%)	(100)		(60)		(40)		(100)		(65)		(35)		(100)		(65)		(35)	
Less than Bachelors	44	10	39	13	5	3	45	10	41	14	4	2	44	9	40	14	4	2
(H%)	(100)		(89)		(11)		(100)		(91)		(9)		(100)		(91)		(9)	
BY INSTRUCTIONAL AREA																		
General Education	255	55	155	53	100	58	255	54	153	52	102	58	256	55	156	53	100	57
(H%)	(100)		(61)		(39)		(100)		(60)		(40)		(100)		(61)		(39)	
Vocational Education	208	45	136	47	72	42	215	46	142	48	73	42	210	45	136	47	74	43
(H%)	(100)		(65)		(35)		(100)		(66)		(34)		(100)		(65)		(35)	

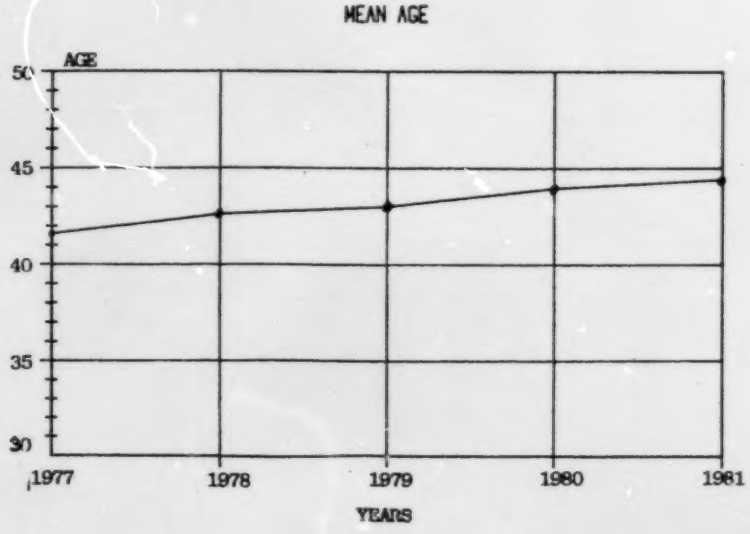
*Excludes Hawaii Community College, which is part of the University of Hawaii at Hilo.

Sources: FSIS reports as of October 31, 1979 and October 31, 1980 and October 31, 1981. Reports 2530, 2531, and 2532.

FIGURE 1
FULL-TIME INSTRUCTORS: SELECTED DATA
COMMUNITY COLLEGES
FALL 1977-1981







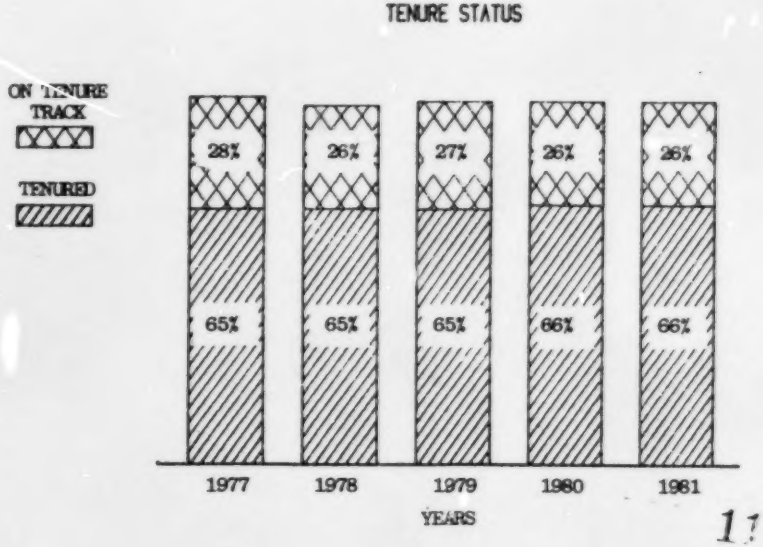


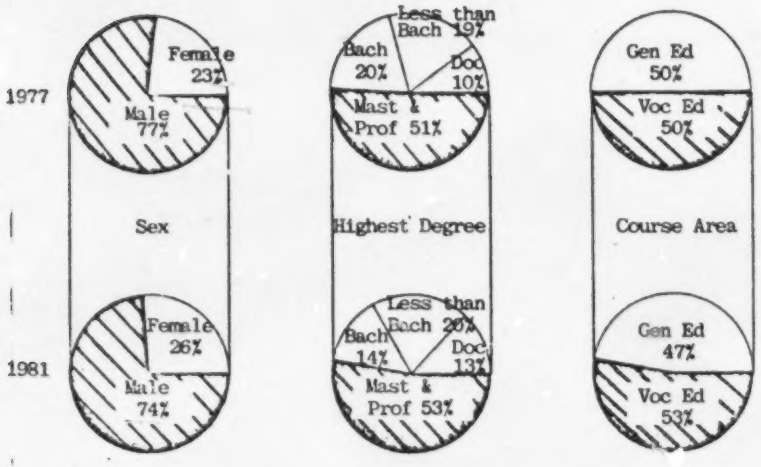
TABLE 3a
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
HONOLULU COMMUNITY COLLEGE
FALL 1979 - 1981

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

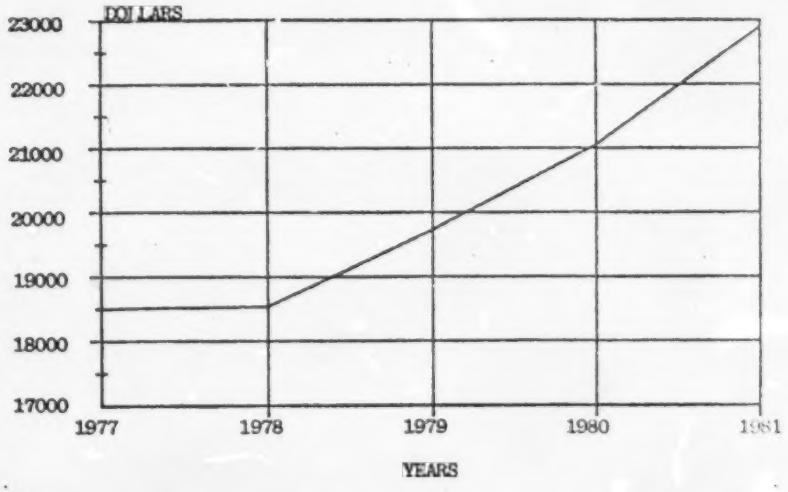
Characteristic	1979 TOTAL No.	1979 TOTAL V%	1979 MALE No.	1979 MALE V%	1979 FEMALE No.	1979 FEMALE V%	1980 TOTAL No.	1980 TOTAL V%	1980 MALE No.	1980 MALE V%	1980 FEMALE No.	1980 FEMALE V%	1981 TOTAL No.	1981 TOTAL V%	1981 MALE No.	1981 MALE V%	1981 FEMALE No.	1981 FEMALE V%
TOTAL	111	100	79	100	32	100	113	100	82	100	31	100	107	100	79	100	28	100
(H%)		(100)		(71)		(29)		(100)		(73)		(27)		(100)		(74)		(26)
BY AVERAGE SALARY	19,729		20,891		16,862		21,054		22,112		18,255		22,896		23,865		20,163	
BY SALARY RANGE																		
Range 1	1	1			1	3							2	2	2	3		
(H%)		(100)				(100)								(100)		(100)		
Range 2	29	26	17	22	12	38	36	32	23	28	13	42	30	28	20	25	10	36
(H%)		(100)		(59)		(41)		(100)		(64)		(36)		(100)		(67)		(33)
Range 3	11	10	6	8	5	16	9	8	6	7	3	10	9	8	6	8	3	11
(H%)		(100)		(55)		(45)		(100)		(67)		(33)		(100)		(67)		(33)
Range 4	21	19	15	19	6	19	20	18	13	16	7	23	19	18	12	15	7	25
(H%)		(100)		(71)		(29)		(100)		(65)		(35)		(100)		(63)		(37)
Range 5	49	44	41	52	8	25	48	42	40	49	8	26	46	43	39	49	7	25
(H%)		(100)		(84)		(16)		(100)		(83)		(17)		(100)		(85)		(15)
Other													1	1			1	3
(H%)														(100)				(100)
BY TENURE STATUS																		
Tenured	66	59	54	68	12	37	70	62	56	68	14	45	70	65	54	69	16	57
(H%)		(100)		(82)		(18)		(100)		(80)		(20)		(100)		(77)		(23)
On Tenure Track	34	31	22	28	12	37	32	28	21	26	11	35	28	26	19	24	9	32
(H%)		(100)		(65)		(35)		(100)		(66)		(34)		(100)		(68)		(32)
Not Eligible	5	5	1	1	4	13	11	10	5	6	6	19	7	7	5	6	2	7
(H%)		(100)		(20)		(80)		(100)		(45)		(55)		(100)		(71)		(29)
Other	6	5	2	3	4	13							2	2	1	1	1	4
(H%)		(100)		(33)		(67)								(100)		(50)		(50)
BY MEAN AGE	43.8		45.7		39.2		44.0		45.5		39.8		45.8		47.4		41.3	
BY HIGHEST DEGREE																		
Doctorate	12	11	7	9	5	16	13	12	9	11	4	13	14	13	11	14	3	11
(H%)		(100)		(58)		(42)		(100)		(69)		(31)		(100)		(79)		(21)
Professional	1	1	1	1			1	1	1	1			1	1	1	1		
(H%)		(100)		(100)				(100)		(100)				(100)		(100)		
Masters	60	54	39	49	21	66	63	56	40	49	23	74	56	52	35	44	21	75
(H%)		(100)		(65)		(35)		(100)		(63)		(37)		(100)		(63)		(37)
Bachelors	20	18	16	20	4	13	16	14	14	17	2	7	15	14	13	17	2	7
(H%)		(100)		(80)		(20)		(100)		(88)		(13)		(100)		(87)		(13)
Less than Bachelors	18	16	16	20	2	6	20	18	18	22	2	7	21	20	19	24	2	7
(H%)		(100)		(89)		(11)		(100)		(90)		(10)		(100)		(91)		(9)
BY INSTRUCTIONAL AREA																		
General Education	52	47	33	42	19	59	54	48	34	41	20	65	50	47	31	39	19	68
(H%)		(100)		(63)		(37)		(100)		(63)		(37)		(100)		(62)		(38)
Vocational Education	59	53	46	58	13	41	59	52	48	59	11	35	57	53	48	61	9	32
(H%)		(100)		(78)		(22)		(100)		(81)		(19)		(100)		(84)		(16)

Sources: FSIS reports as of October 31, 1979, October 31, 1980, and October 31, 1981. Reports 2530, 2531, and 2532.

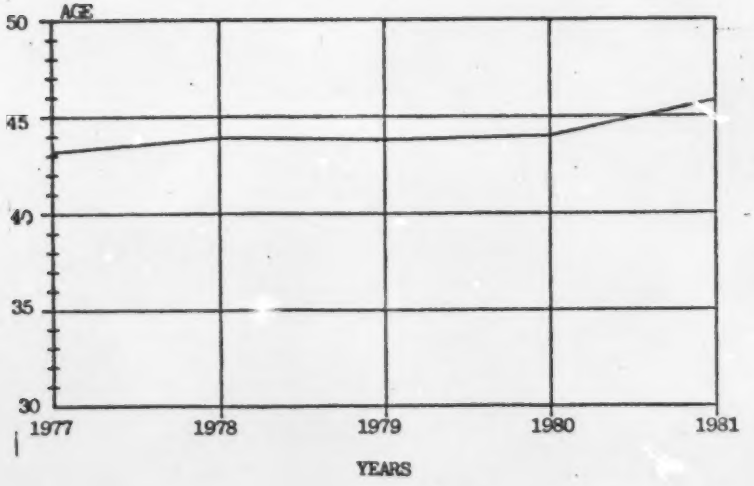
FIGURE 1a
FULL-TIME INSTRUCTORS: SELECTED DATA
HONOLULU COMMUNITY COLLEGE
FALL 1977-1981



AVERAGE SALARY



MEAN AGE



TENURE STATUS

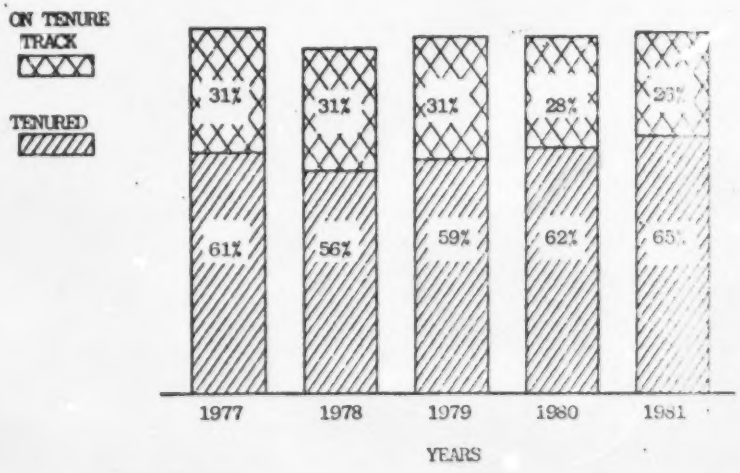


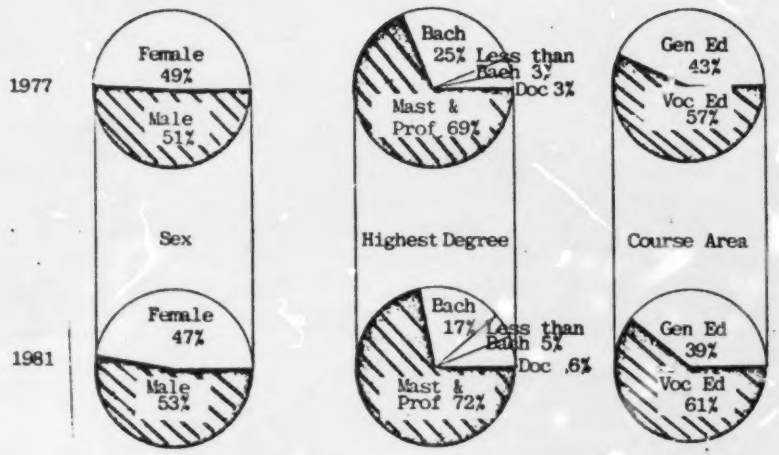
TABLE 3b
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
KAPIOLANI COMMUNITY COLLEGE
FALL 1979 - 1981

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

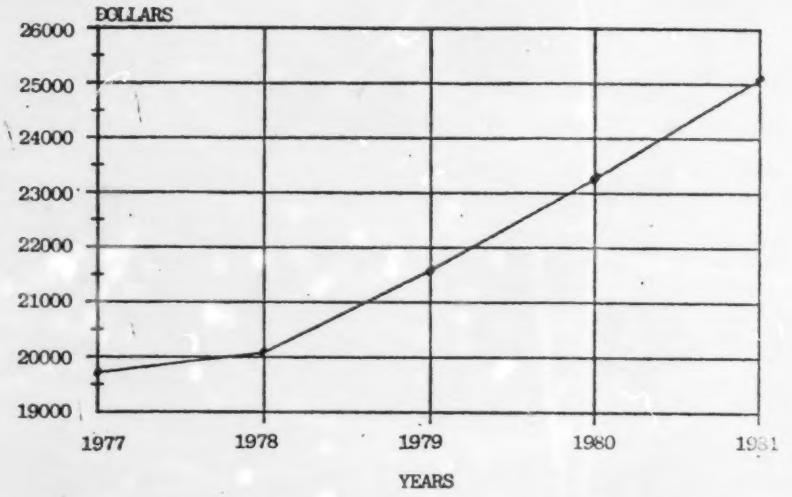
Characteristic	1979 TOTAL No.	1979 TOTAL V%	1979 MALE No.	1979 MALE V%	1979 FEMALE No.	1979 FEMALE V%	1980 TOTAL No.	1980 TOTAL V%	1980 MALE No.	1980 MALE V%	1980 FEMALE No.	1980 FEMALE V%	1981 TOTAL No.	1981 TOTAL V%	1981 MALE No.	1981 MALE V%	1981 FEMALE No.	1981 FEMALE V%
TOTAL	99	100	52	100	47	100	97	100	50	100	47	100	99	100	52	100	47	100
(H%)		(100)		(53)		(47)		(100)		(52)		(48)		(100)		(53)		(47)
BY AVERAGE SALARY	21,584		22,062		21,056		23,258		23,401		23,106		25,085		25,172		24,989	
BY SALARY RANGE																		
Range 1	1	1			1	2												
(H%)		(100)				(100)												
Range 2	28	28	14	27	14	30	30	31	15	30	15	32	31	31	17	33	14	30
(H%)		(100)		(50)		(50)		(100)		(50)		(50)		(100)		(55)		(45)
Range 3	5	5	1	2	4	9	5	5	1	2	4	9	5	5	1	2	4	8
		(100)		(20)		(80)		(100)		(20)		(80)		(100)		(20)		(80)
Range 4	18	18	10	19	8	17	17	18	10	20	7	15	18	18	9	17	9	19
(H%)		(100)		(56)		(44)		(100)		(59)		(41)		(100)		(50)		(50)
Range 5	47	47	27	52	20	43	45	46	24	48	21	45	45	46	25	48	20	43
(H%)		(100)		(57)		(43)		(100)		(53)		(47)		(100)		(56)		(44)
BY TENURE STATUS																		
Tenured	62	63	36	69	26	55	64	66	35	70	29	62	67	68	35	67	32	68
(H%)		(100)		(58)		(42)		(100)		(55)		(45)		(100)		(52)		(48)
On Tenure Track	29	29	15	29	14	30	24	25	13	26	11	23	27	27	17	33	10	21
(H%)		(100)		(52)		(48)		(100)		(54)		(46)		(100)		(63)		(37)
Not Eligible	5	5	1	2	4	9	9	9	2	4	7	15	5	5			5	11
(H%)		(100)		(20)		(80)		(100)		(22)		(78)		(100)				(100)
Other	3	3			3	6												
(H%)		(100)				(100)												
BY MEAN AGE	45.7		45.9		45.4		46.8		46.4		47.2		46.6		46.4		46.8	
BY HIGHEST DEGREE																		
Doctorate	3	3	2	4	1	2	3	3	2	4	1	2	6	6	3	6	3	6
(H%)		(100)		(67)		(33)		(100)		(67)		(33)		(100)		(50)		(50)
Professional	2	2	2	4			1	1	1	2			2	2	2	4		
(H%)		(100)		(100)				(100)		(100)				(100)		(100)		
Masters	67	68	36	69	31	66	68	70	34	68	34	72	69	70	35	67	34	73
(H%)		(100)		(54)		(46)		(100)		(50)		(50)		(100)		(51)		(49)
Bachelors	21	21	8	15	13	28	20	21	9	18	11	23	17	17	8	15	9	19
(H%)		(100)		(38)		(62)		(100)		(45)		(55)		(100)		(47)		(53)
Less than Bachelors	6	6	4	8	2	4	5	5	4	8	1	2	5	5	4	8	1	2
(H%)		(100)		(67)		(33)		(100)		(80)		(20)		(100)		(80)		(20)
BY INSTRUCTIONAL AREA																		
General Education	39	39	21	40	18	38	37	38	21	42	16	34	39	39	24	46	15	32
(H%)		(100)		(54)		(46)		(100)		(57)		(43)		(100)		(62)		(38)
Vocational Education	60	61	31	60	29	62	60	62	29	58	31	66	60	61	28	54	32	68
(H%)		(100)		(52)		(48)		(100)		(48)		(52)		(100)		(47)		(53)

Sources: FSIS reports as of October 31, 1979, October 31, 1980, and October 31, 1981. Reports 2530, 2531, and 2532.

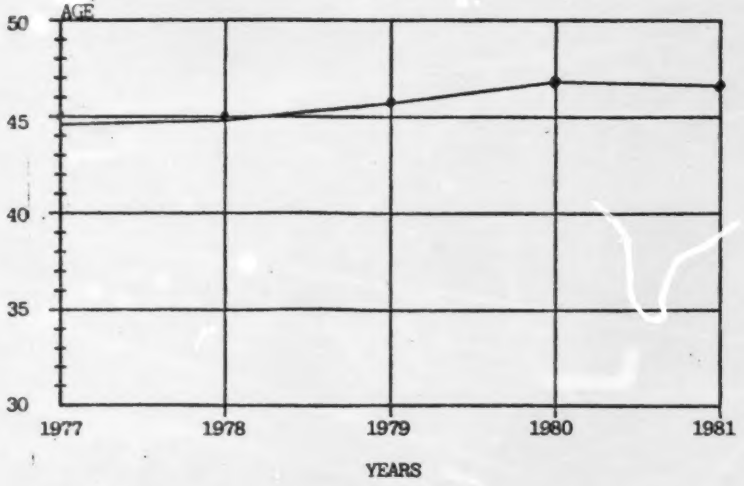
FIGURE 1b
FULL-TIME INSTRUCTORS: SELECTED DATA
KAPIOLANI COMMUNITY COLLEGE
FALL 1977-1981



AVERAGE SALARY



MEAN AGE



TENURE STATUS

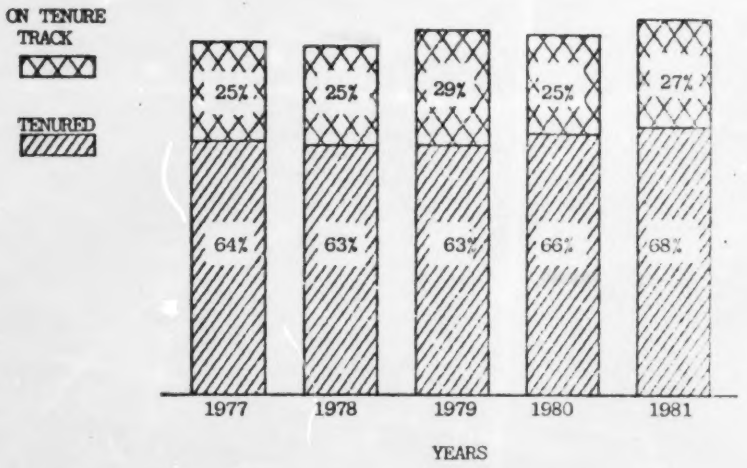


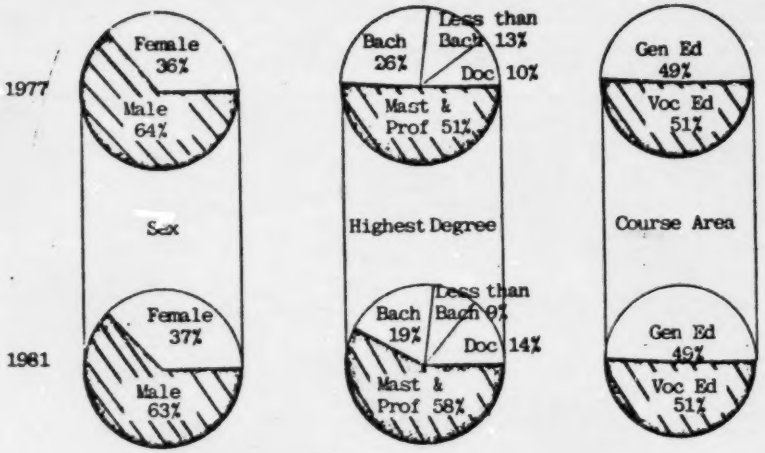
TABLE 3c
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
KAUAI COMMUNITY COLLEGE
FALL 1979 - 1981

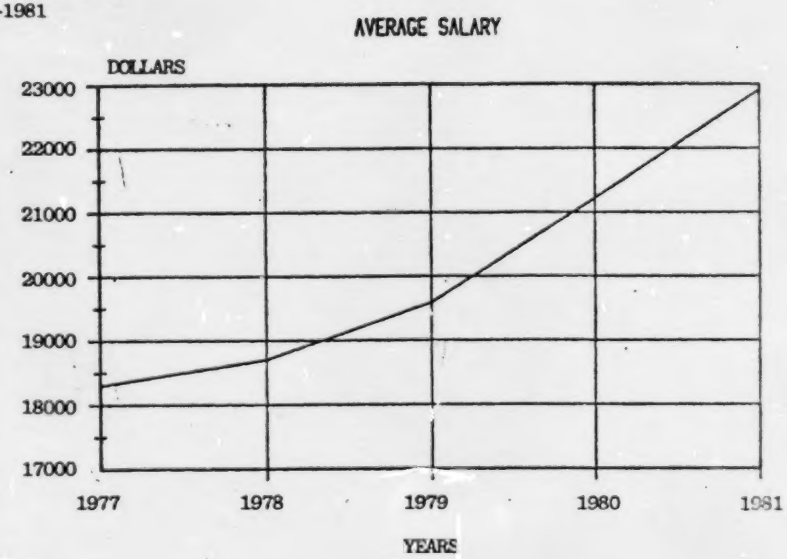
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

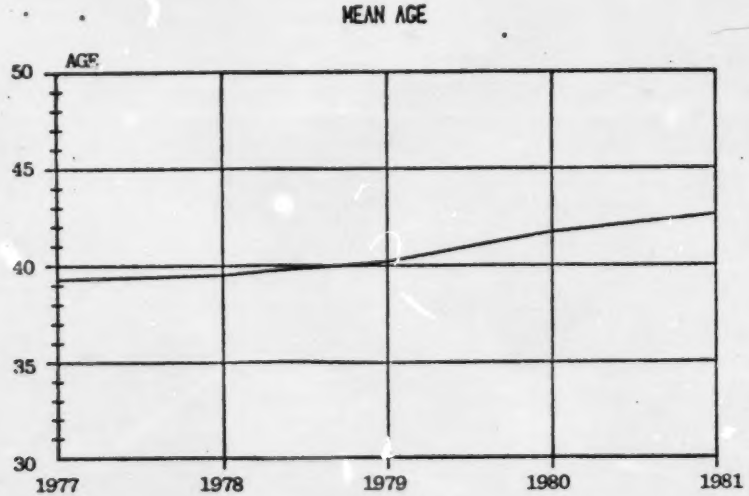
Characteristic	1979			1980			1981		
	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%
TOTAL (H%)	38 100 (100)	25 100 (66)	13 100 (34)	39 100 (100)	27 100 (69)	12 100 (31)	43 100 (100)	27 100 (63)	16 100 (37)
BY AVERAGE SALARY	19,586	20,688	17,468	21,218	22,292	18,802	22,916	24,322	20,543
BY SALARY RANGE									
Range 1 (H%)	3 8 (100)		3 23 (100)	1 3 (100)		1 8 (100)	2 (100)		1 6 (100)
Range 2 (H%)	11 29 (100)	6 24 (55)	5 38 (45)	16 41 (100)	9 33 (56)	7 58 (44)	16 37 (100)	7 26 (44)	9 56 (56)
Range 3 (H%)	1 3 (100)	1 4 (100)		3 8 (100)	2 7 (67)	1 8 (33)	4 9 (100)	3 11 (75)	1 6 (25)
Range 4 (H%)	13 34 (100)	11 44 (85)	2 15 (15)	9 23 (100)	8 30 (89)	1 8 (11)	10 24 (100)	8 30 (80)	2 13 (20)
Range 5 (H%)	10 26 (100)	7 28 (70)	3 23 (30)	10 26 (100)	8 30 (80)	2 17 (20)	12 28 (100)	9 33 (75)	3 19 (25)
BY TENURE STATUS									
Tenured (H%)	23 61 (100)	17 68 (74)	6 46 (26)	23 59 (100)	18 67 (78)	5 42 (22)	26 61 (100)	19 70 (73)	7 44 (27)
On Tenure Track (H%)	15 39 (100)	8 32 (53)	7 54 (47)	15 38 (100)	8 30 (53)	7 58 (47)	13 30 (100)	7 26 (54)	6 37 (46)
Not Eligible (H%)				1 3 (100)	1 4 (100)		4 9 (100)	1 4 (25)	3 19 (75)
Ot er (H%)									
BY MEAN AGE	40.2	41.4	38.0	41.7	42.1	40.9	42.6	43.3	41.4
BY HIGHEST DEGREE									
Doctorate (H%)	3 8 (100)	3 12 (100)		3 8 (100)	3 11 (100)		6 14 (100)	6 22 (100)	
Professional (H%)	1 3 (100)	1 4 (100)		1 3 (100)	1 4 (100)				
Masters (H%)	19 50 (100)	12 48 (63)	7 54 (37)	23 59 (100)	14 52 (61)	9 75 (39)	25 58 (100)	13 48 (52)	12 75 (48)
Bachelors (H%)	10 26 (100)	4 16 (40)	6 46 (60)	7 18 (100)	4 15 (57)	3 25 (43)	8 19 (100)	4 15 (50)	4 25 (50)
Less than Bachelors (H%)	5 13 (100)	5 20 (100)		5 13 (100)	5 19 (100)		4 9 (100)	4 15 (100)	
BY INSTRUCTIONAL AREA									
General Education (H%)	20 53 (100)	15 60 (75)	5 38 (25)	18 46 (100)	14 52 (78)	4 33 (22)	21 49 (100)	16 59 (76)	5 31 (24)
Vocational Education (H%)	18 47 (100)	10 40 (56)	8 62 (44)	21 54 (100)	13 48 (62)	8 67 (38)	22 51 (100)	11 41 (50)	11 69 (50)

Sources: FSIS reports as of October 31, 1979, October 31, 1980 and October 31, 1981. Reports 2530, 2531, and 2532.

FIGURE 1c
FULL-TIME INSTRUCTORS: SELECTED DATA
KAUAI COMMUNITY COLLEGE
FALL 1977-1981







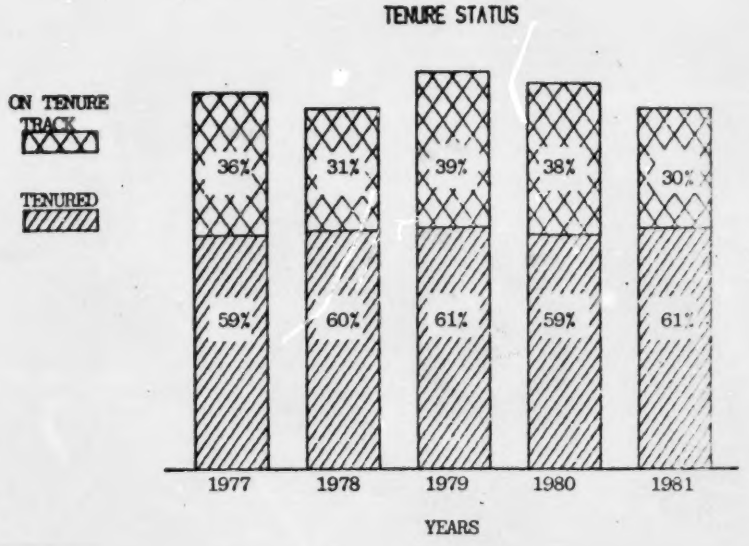


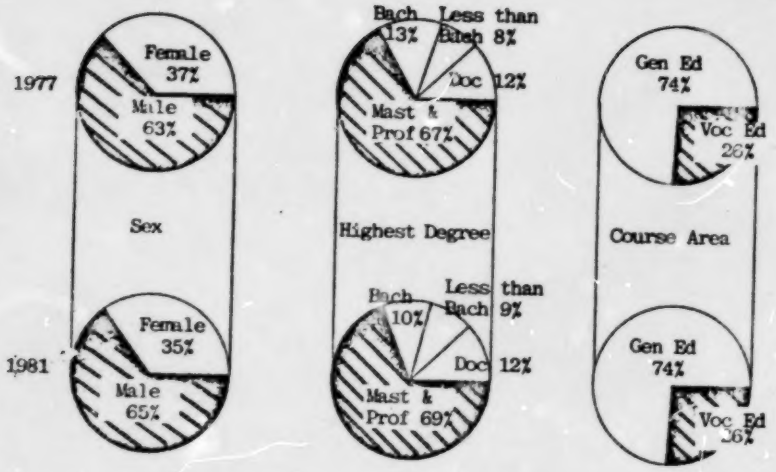
TABLE 3d
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
LEEWARD COMMUNITY COLLEGE
FALL 1979 - 1981

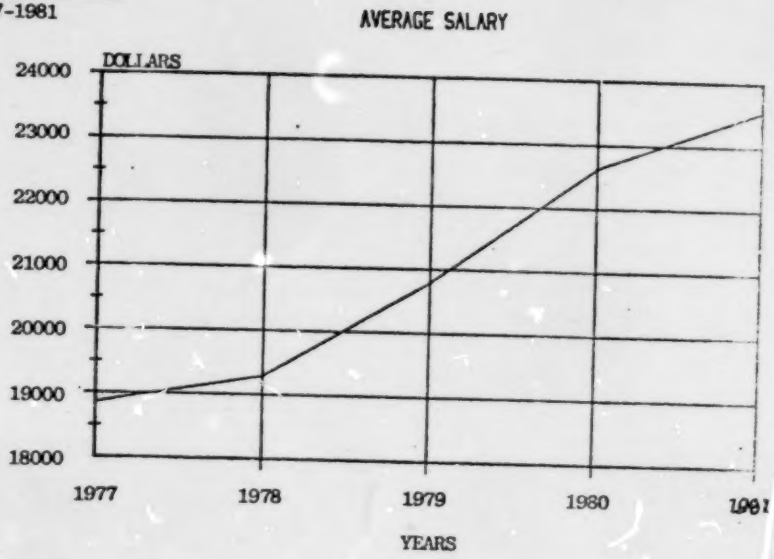
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

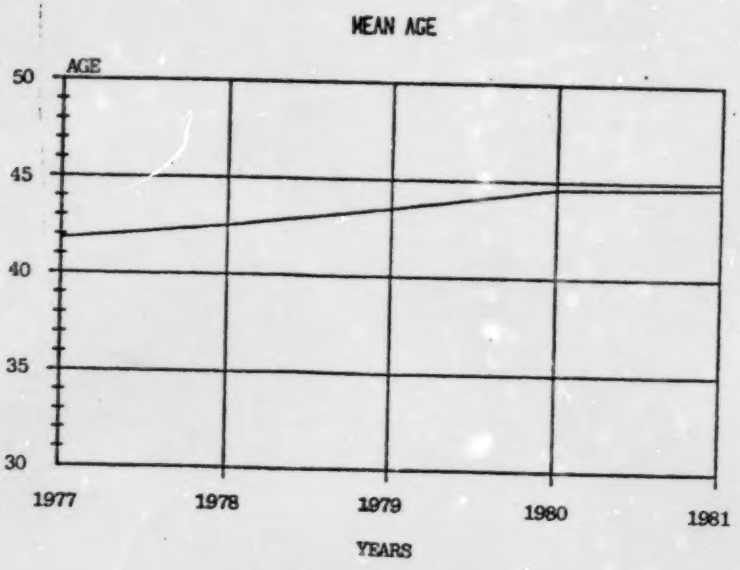
Characteristic	1979 TOTAL No.	1979 TOTAL V%	1979 MALE No.	1979 MALE V%	1979 FEMALE No.	1979 FEMALE V%	1980 TOTAL No.	1980 TOTAL V%	1980 MALE No.	1980 MALE V%	1980 FEMALE No.	1980 FEMALE V%	1981 TOTAL No.	1981 TOTAL V%	1981 MALE No.	1981 MALE V%	1981 FEMALE No.	1981 FEMALE V%
TOTAL	129	100	79	100	50	100	130	100	83	100	47	100	126	100	82	100	44	100
(H%)	(100)		(61)		(39)		(100)		(64)		(36)		(100)		(65)		(35)	
BY AVERAGE SALARY	20,785		21,515		19,633		22,625		23,001		21,962		23,543		24,022		22,651	
BY SALARY RANGE																		
Range 1	1	1			1	2	1	1			1	2	1	1	1	1		
(H%)	(100)				(100)		(100)				(100)		(100)		(100)			
Range 2	17	13	10	13	7	14	15	12	10	12	5	11	27	21	14	17	13	30
(H%)	(100)		(59)		(41)		(100)		(67)		(33)		(100)		(52)		(48)	
Range 3	10	8	3	4	7	14	10	8	4	5	6	13	9	7	4	5	5	11
(H%)	(100)		(30)		(70)		(100)		(40)		(60)		(100)		(44)		(56)	
Range 4	34	26	20	25	14	28	33	25	21	25	12	26	27	21	20	24	7	16
(H%)	(100)		(59)		(41)		(100)		(64)		(36)		(100)		(74)		(26)	
Range 5	66	51	46	58	20	40	70	54	48	58	22	47	62	49	43	53	19	43
(H%)	(100)		(70)		(30)		(100)		(69)		(31)		(100)		(69)		(31)	
Other	1	1			1	2	1	1			1	2						
(H%)	(100)				(100)		(100)				(100)							
BY TENURE STATUS																		
Tenured	102	79	62	78	40	80	109	84	69	83	40	85	98	78	65	79	33	75
(H%)	(100)		(61)		(39)		(100)		(63)		(37)		(100)		(66)		(34)	
On Tenure Track	20	16	14	18	6	12	15	12	11	13	4	9	18	14	12	15	6	14
(H%)	(100)		(70)		(30)		(100)		(73)		(27)		(100)		(67)		(33)	
Not Eligible	2	2	1	1	1	2	4	3	2	2	2	4	10	8	5	6	5	11
(H%)	(100)		(50)		(50)		(100)		(50)		(50)		(100)		(50)		(50)	
Other	5	4	2	3	3	6	2	2	1	1	1	2						
(H%)	(100)		(40)		(60)		(100)		(50)		(50)							
BY MEAN AGE	43.5		45.1		41.0		44.6		45.5		43.0		44.7		46.0		42.3	
BY HIGHEST DEGREE																		
Doctorate	16	12	12	15	4	8	17	13	12	15	5	11	15	12	12	15	3	7
(H%)	(100)		(75)		(25)		(100)		(71)		(29)		(100		(80)		(20)	
Master	87	67	48	61	39	78	87	67	51	61	36	77	87	69	50	61	37	84
(H%)	(100)		(55)		(45)		(100)		(59)		(41)		(100)		(58)		(42)	
Bachelors	15	12	9	11	6	12	15	12	10	12	5	11	13	10	10	12	3	7
(H%)	(100)		(60)		(40)		(100)		(67)		(33)		(100)		(77)		(23)	
Less than Bachelors	11	9	10	13	1	2	11	9	10	12	1	2	11	9	10	12	1	2
(H%)	(100)		(91)		(9)		(100)		(91)		(9)		(100)		(91)		(9)	
BY INSTRUCTIONAL AREA																		
General Education	96	74	54	68	42	84	95	73	55	66	40	85	93	74	55	67	38	86
(H%)	(100)		(56)		(44)		(100)		(58)		(42)		(100)		(59)		(41)	
Vocational Education	33	26	25	32	8	16	35	27	28	34	7	15	33	26	27	33	6	14
(H%)	(100)		(76)		(24)		(100)		(80)		(20)		(100)		(82)		(18)	

Sources: FSIS reports as of October 31, 1979, October 31, 1980, and October 31, 1981. Reports 2530, 2531, and 2532.

FIGURE 1d
FULL-TIME INSTRUCTORS: SELECTED DATA
LEEWARD COMMUNITY COLLEGE
FALL 1977-1981







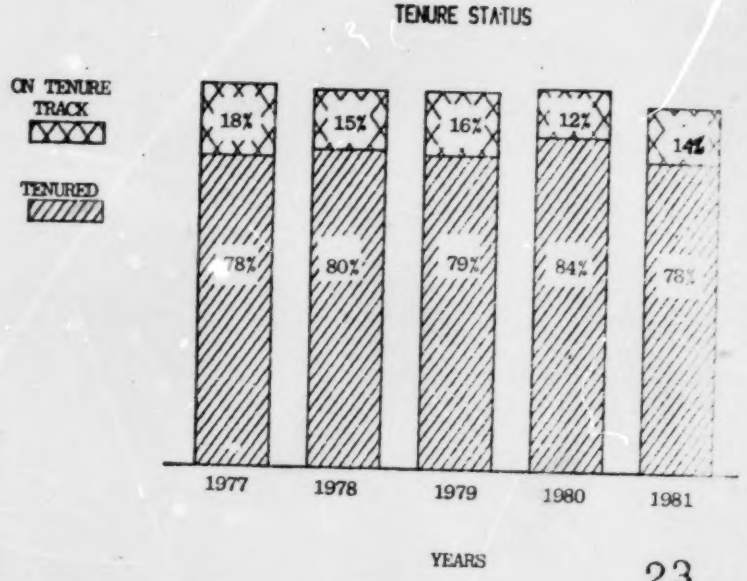


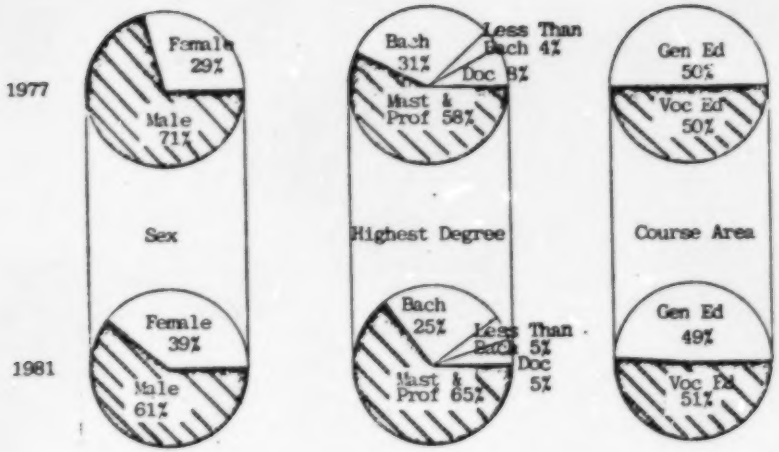
TABLE 3e
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
MAUI COMMUNITY COLLEGE
FALL 1979 - 1981

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

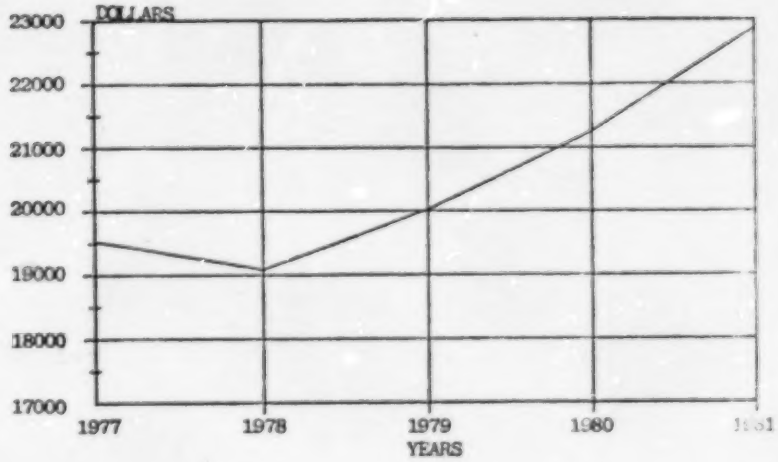
Characteristic	1979 TOTAL No.	1979 TOTAL V%	1979 MALE No.	1979 MALE V%	1979 FEMALE No.	1979 FEMALE V%	1980 TOTAL No.	1980 TOTAL V%	1980 MALE No.	1980 MALE V%	1980 FEMALE No.	1980 FEMALE V%	1981 TOTAL No.	1981 TOTAL V%	1981 MALE No.	1981 MALE V%	1981 FEMALE No.	1981 FEMALE V%
TOTAL	56	100	40	100	16	100	56	100	34	100	22	100	57	100	35	100	22	100
(H%)		(100)		(71)		(29)		(100)		(61)		(39)		(100)		(61)		(39)
BY AVERAGE SALARY	20,019		20,478		18,871		21,247		22,273		19,661		22,871		24,010		21,058	
BY SALARY RANGE																		
Range I	2	4	1	3	1	6	2	4	1	3	1	5	1	2			1	5
(H%)		(100)		(50)		(50)		(100)		(50)		(50)		(100)				(100)
Range 2	19	34	12	30	7	44	23	41	12	35	11	50	24	42	13	37	11	50
(H%)		(100)		(63)		(37)		(100)		(52)		(48)		(100)		(54)		(46)
Range 3	4	7	3	8	1	6	4	7	3	9	1	5	5	9	3	9	2	9
(H%)		(100)		(75)		(25)		(100)		(75)		(25)		(100)		(60)		(40)
Range 4	5	9	4	10	1	6	4	7	3	9	1	5	4	7	3	9	1	5
(H%)		(100)		(80)		(20)		(100)		(75)		(25)		(100)		(75)		(25)
Range 5	25	45	20	50	5	31	21	38	15	44	6	27	21	37	16	46	5	23
(H%)		(100)		(80)		(20)		(100)		(71)		(29)		(100)		(76)		(24)
Other	1	2			1	6	2	4			2	9	2	3			2	9
(H%)		(100)				(100)		(100)				(100)		(100)				(100)
BY TENURE STATUS																		
Tenured	33	59	26	65	7	44	31	55	22	65	9	41	31	54	22	63	9	41
(H%)		(100)		(79)		(21)		(100)		(71)		(29)		(100)		(71)		(29)
On Tenure Track	17	30	9	23	8	50	17	30	8	24	9	41	19	33	10	28	9	41
(H%)		(100)		(53)		(47)		(100)		(47)		(53)		(100)		(53)		(47)
Not Eligible	1	2	1	3			6	11	4	12	2	9	5	9	3	9	2	9
(H%)		(100)		(100)				(100)		(67)		33)		(100)		(60)		(40)
Other	5	9	4	10	1	6	2	4			2	9	2	4			2	9
(H%)		(100)		(80)		(20)		(100)				(100)		(100)				(100)
BY MEAN AGE	41.0		42.0		38.4		42.1		43.2		40.2		41.7		42.5		40.5	
BY HIGHEST DEGREE																		
Doctorate	4	7	4	10			2	4	2	6			3	5	3	9		
(H%)		(100)		(100)				(100)		(100)				(100)		(100)		
Masters	35	63	22	55	13	81	35	63	19	56	16	73	37	65	22	62	15	68
(H%)		(100)		(63)		(37)		(100)		(54)		(46)		(100)		(59)		(41)
Bachelors	13	23	10	25	3	19	15	27	9	27	6	27	14	25	7	20	7	32
(H%)		(100)		(77)		(23)		(100)		(60)		(40)		(100)		(50)		(50)
Less than Bachelors	4	7	4	10			4	7	4	12			3	5	3	9		
(H%)		(100)		(100)				(100)		(100)				(100)		(100)		
BY INSTRUCTIONAL AREA																		
General Education	26	46	20	50	6	38	26	46	16	47	10	45	28	49	19	54	9	41
(H%)		(100)		(77)		(23)		(100)		(62)		(38)		(100)		(68)		(32)
Vocational Education	30	54	20	50	10	63	30	54	18	53	12	55	29	51	16	46	13	59
(H%)		(100)		(67)		(33)		(100)		(60)		(40)		(100)		(55)		(45)

Sources: PSIS reports as of October 31, 1979, October 31, 1980 and October 31, 1981.
Reports 2530, 2531, and 2532.

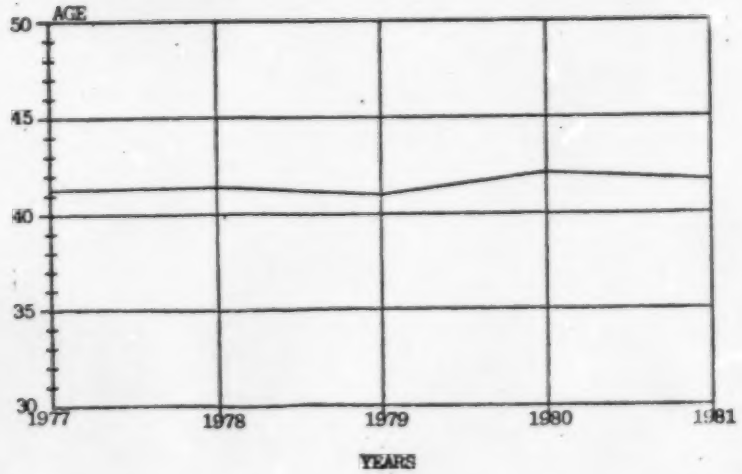
FIGURE 1e
FULL-TIME INSTRUCTORS: SELECTED DATA
MAUI COMMUNITY COLLEGE
FALL 1977-1981



AVERAGE SALARY



MEAN AGE



TENURE STATUS

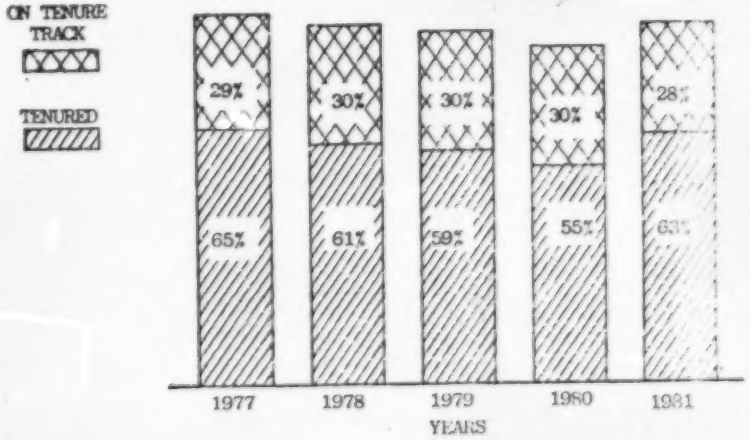


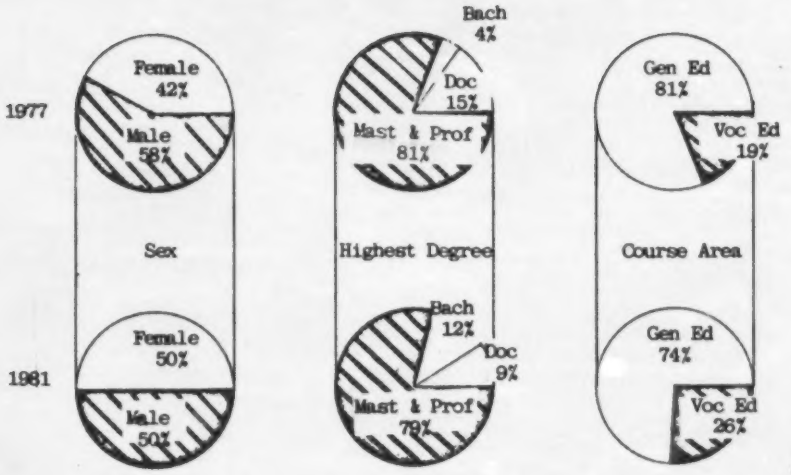
TABLE 3f
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
WINDWARD COMMUNITY COLLEGE
FALL 1979 - 1981

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

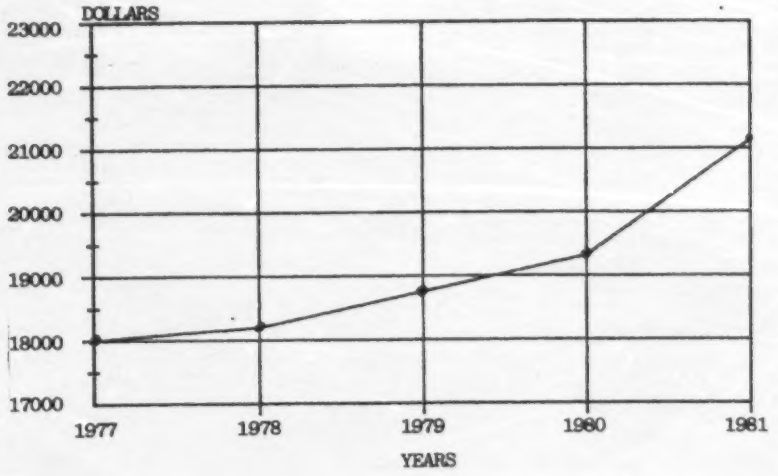
Characteristic	1979			1980			1981		
	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%
TOTAL (H%)	30 100 (100)	16 100 (53)	14 100 (47)	35 100 (100)	19 100 (54)	16 100 (46)	34 100 (100)	17 100 (50)	17 100 (50)
BY AVERAGE SALARY	18,751	18,152	19,436	19,316	18,522	20,259	21,131	19,902	22,361
BY SALARY RANGE									
Range 2 (H%)	6 20 (100)	6 38 (100)		11 31 (100)	9 47 (82)	2 13 (18)	12 35 (100)	10 59 (83)	2 12 (17)
Range 3 (H%)	4 13 (100)		4 29 (100)	6 17 (100)	1 5 (17)	5 31 (83)	5 15 (100)	1 6 (20)	4 23 (80)
Range 4 (H%)	4 13 (100)	2 13 (50)	2 14 (50)	5 14 (100)	2 11 (40)	3 19 (60)	5 15 (100)	1 6 (20)	4 23 (80)
Range 5 (H%)	15 50 (100)	8 50 (53)	7 50 (47)	13 37 (100)	7 37 (54)	6 38 (46)	12 35 (100)	5 29 (42)	7 41 (58)
Other (H%)	1 3 (100)		1 7 (100)						
BY TENURE STATUS									
Tenured (H%)	16 53 (100)	8 50 (50)	8 57 (50)	15 43 (100)	9 47 (60)	6 38 (40)	15 44 (100)	7 41 (47)	8 47 (53)
On Tenure Track (H%)	12 40 (100)	7 44 (58)	5 36 (42)	18 51 (100)	9 47 (50)	9 56 (50)	18 53 (100)	10 59 (56)	8 47 (44)
Not Eligible (H%)	2 7 (100)	1 6 (50)	1 7 (50)	2 6 (100)	1 5 (50)	1 6 (50)	1 3 (100)		1 6 (100)
BY MEAN AGE	36.8	35.9	37.9	39.3	38.3	40.4	39.5	38.2	40.8
BY HIGHEST DEGREE									
Doctorate (H%)	3 10 (100)	2 13 (67)	1 7 (33)	4 11 (100)	2 11 (50)	2 13 (50)	3 9 (100)	1 6 (33)	2 12 (67)
Masters (H%)	25 83 (100)	12 75 (48)	13 93 (52)	27 77 (100)	13 68 (48)	14 88 (52)	27 79 (100)	12 71 (44)	15 88 (56)
Bachelors (H%)	2 7 (100)	2 13 (100)		4 11 (100)	4 21 (100)		4 12 (100)	4 23 (100)	
BY INSTRUCTIONAL AREA									
General Education (H%)	22 73 (100)	12 75 (55)	10 71 (45)	25 71 (100)	13 68 (52)	12 75 (48)	25 74 (100)	11 65 (44)	14 82 (56)
Vocational Education (H%)	8 27 (100)	4 25 (50)	4 29 (50)	10 29 (100)	6 32 (60)	4 25 (40)	9 26 (100)	6 35 (67)	3 18 (33)

Sources: FSIS reports as of October 31, 1979, October 31, 1980 and October 31, 1981.
Reports 2530, 2531, and 2532.

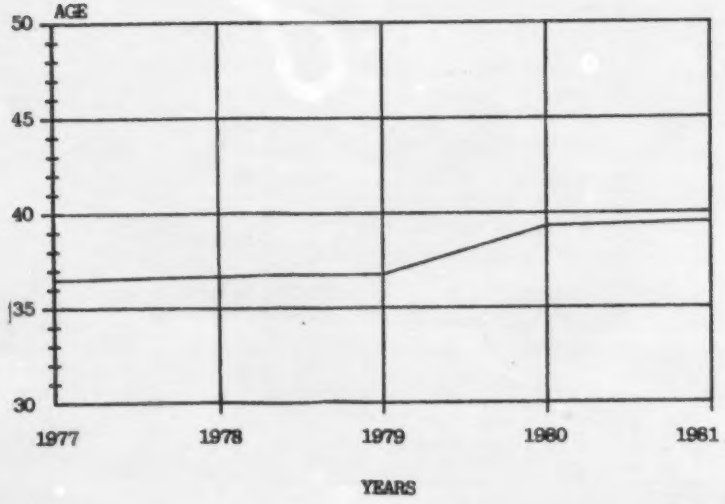
FIGURE 1f
FULL-TIME INSTRUCTORS: SELECTED DATA
WINDWARD COMMUNITY COLLEGE
FALL 1977-1981



AVERAGE SALARY



MEAN AGE



TENURE STATUS

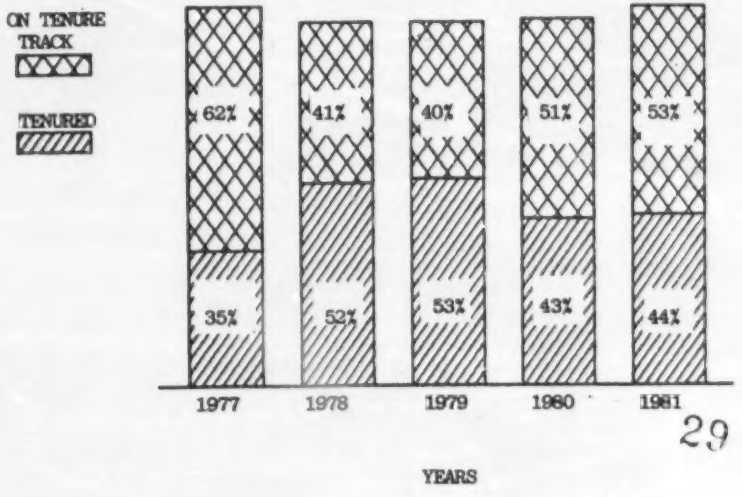


TABLE 4
PROFILE OF LECTURERS
COMMUNITY COLLEGES
FALL 1981

Note: Unduplicated headcount. A lecturer teaching at more than one campus is counted at his "home base" only.

Characteristic	TOTAL No.	TOTAL V%	Honolulu	Kapiolani	Kauai	Leeward	Maui	Windward
TOTAL	371	100	114	96	18	85	37	21
Sex								
Male	197	53	63	39	12	52	22	9
Female	174	47	51	57	6	33	15	12
Instructional Area								
General Education	213	57	60	54	9	48	24	18
Vocational-Tech	158	43	54	42	9	37	13	3
Highest Degree								
Doctorate	21	6	5	2	1	9	2	2
Professional	4	1		4				
Master's	203	55	56	60	10	45	18	14
Bachelor's	98	26	33	22	3	23	12	5
Less Than Bachelor's	45	12	20	8	4	8	5	
Average Salary	$3,039		$3,085	$3,380	$2,250	$3,140	$2,030	$3,274
Salary Range								
Range 1	67	18	29	9	3	13	13	
Range 2	256	69	70	74	15	60	20	17
Range 3	15	4	3	4		6	1	1
Range 4	12	3	6	2		2		2
Range 5	21	6	6	7		4	3	1
Mean Age	39.3		38.9	45.6	37.3	39.4	41.1	37.7

Sources: FSIS reports, October 31, 1981.
Report No. 2530, 2531, and 2532.

APPENDIX A
PLACEMENT OF PROFESSIONAL STAFF, BY PROGRAM CATEGORIES
(EMPLOYING AGENCY GROUPINGS)
FALL 1981

I.	Institutional Support:	Provost's Office, Business Affairs, Operation and Maintenance
II.	Academic Support:	Dean of Instruction, Library, Education Media, Director of Public Service and Extension, Summer Session
III.	Student Services:	Dean of Students, Student Counseling, Student Activities, Student Health Services, Student Support, Admissions and Records
IV.	Public Service:	Apprentice, Community Service
V.	Instruction:	
	A. General Education:	Division Chairmen/Coordinators
	Humanities:	Art, Communication, Dance, Drama, East Asian Languages, English, English as a Second Language, European Languages, Hawaiian Studies, History, Humanities, Indo-Pacific Languages, Journalism, Music, Philosophy, Religion, Speech
	Natural Science:	Biological Sciences, Chemistry, Mathematics, Oceanography, Physical Sciences, Science
	Social Science:	American Studies, Anthropology, Economics, Geography, Human Development, Political Science, Psychology, Social Science, Sociology, Women's Studies
	Other:	Health, Physical Education and Recreation, Learning Skills
	B. Vocational Education:	Division Chairmen/Coordinators
	Business:	Accounting, Business, Data Processing, Information and Computer Science, Entertainment, Sales and Management, Secretarial and Related
	Food Service:	Baking, Food Service

Health Service:	Dental Assistant, Food and Nutritional Science, Health, Medical Assisting, Medical Lab Technology, Nursing, Occupational Therapy, Radiologic Technician, Respiratory Therapy
Public Services:	Fire Science, Human Services, Industrial Education, Library Technology, Police Science, Occupational Safety/Health, Recreational Instructor Program
Technology:	Agriculture, Aeronautics, Apparel Design & Construction, Auto Body Repair & Painting, Automotive Technology, Aviation Technology, Blueprint Reading, Carpentry, Commercial Art, Cosmetology, Diesel Mechanics, Drafting Technology, Electricity, Electronics, Energy, Engineering Technology, Graphic Art, Home Economics, Marine Shop, Maintenance Technology, Marine Technology, Refrigeration and Air Conditioning, Sheet Metal and Plastics, Welding

APPENDIX B
TOTAL AND AVERAGE SALARY
FULL-TIME BOR APPOINTEES, EXCLUDING INSTRUCTORS
BY PROGRAM CATEGORIES
COMMUNITY COLLEGES
FALL 1981

Note: Many of those in institutional and academic support are on 11-month contracts.

Campus	TOTAL HEADCOUNT	AVERAGE SALARIES							
		Institutional Supp		Academic Support		Student Services		Public Services	
		Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries
TOTAL	169	20	$29,030	54	$24,623	76	$22,800	19	$22,510
Honolulu CC	49	3	32,383	16	22,276	17	21,091	13	21,501
Kapiolani CC	27	4	28,843	10	26,320	12	23,480	1	*
Kauai CC	18	4	29,129	7	24,453	7	23,769		
Leeward CC	36	3	30,327	10	23,956	19	25,355	4	19,902
Maui CC	21	3	25,164	5	26,401	12	20,500	1	*
Windward CC	18	3	28,363	6	27,881	9	22,038		

*This individual's salary is included in the calculations of average salary for the campus and system.

Sources: FSIS Report 2532, October 31, 1981.

APPENDIX C
TOTAL AND AVERAGE SALARIES
FULL-TIME INSTRUCTORS, BY PROGRAM
FALL 1981

Campus	Total Headcount	Total Salaries	Average Salaries by Program		
			Average	General Education	Vocational Education
TOTAL	466	$10,907,248	23,406	22,947	23,966
Honolulu CC	107	2,449,924	22,896	21,610	24,025
Kapiolani CC	99	2,483,424	25,085	24,490	25,472
Kauai CC	43	985,380	22,916	23,678	22,188
Leeward CC	126	2,966,424	23,543	23,196	24,521
Maui CC	57	1,303,632	22,871	22,921	22,822
Windward CC	34	718,464	21,131	21,702	19,547

Sources: FSIS Computer Report 2532, October 31, 1981.

APPENDIX D

TENURE STATUS BY YEAR OF TENURE DECISION & BY SEX
FULL-TIME INSTRUCTORS
COMMUNITY COLLEGES
FALL 1981

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category	TOTAL	Tenured	Year of Tenure Decision					Non-Tenure Track**
			Sub-Total	1982	1983	1984	After 1984	
TOTAL	466	307*	123	26	25	19	53	36
(Horizontal %)	(100%)	(66%)	(26%)	(6%)	(5%)	(4%)	(11%)	(7%)
Male	292	202	75	19	13	11	32	15
Female	174	105	48	7	12	8	21	21
HONOLULU CC	107	70	28	4	10	3	11	9
(Horizontal %)	(100%)	(65%)	(26%)	(4%)	(9%)	(3%)	(10%)	(9%)
Male	79	54	19	2	6	2	9	6
Female	28	16	9	2	4	1	2	3
KAPIOLANI CC	99	67	27	10	5	5	7	5
(Horizontal %)	(100%)	(68%)	(27%)	(10%)	(5%)	(5%)	(7%)	(5%)
Male	52	35	17	7	3	3	4	
Female	47	32	10	3	2	2	3	5
KAUAI CC	43	26	13	2	2	2	7	4
(Horizontal %)	(100%)	(60%)	(31%)	(5%)	(5%)	(5%)	(16%)	(9%)
Male	27	19	7	1	2		4	1
Female	16	7	6	1		2	3	3
LEEWARD CC	126	98	18	6	2	2	8	10
(Horizontal %)	(100%)	(78%)	(14%)	(4%)	(2%)	(2%)	(6%)	(8%)
Male	82	65	12	5	1	2	4	5
Female	44	33	6	1	1		4	5
MAUI CC	57	31	19	3	2	5	9	7
(Horizontal %)	(100%)	(54%)	(34%)	(5%)	(4%)	(9%)	(16%)	(12%)
Male	35	22	10	3		3	4	3
Female	22	9	9		2	2	5	4
WINDWARD CC	34	15	18	1	4	2	11	1
(Horizontal %)	(100%)	(44%)	(53%)	(3%)	(12%)	(6%)	(32%)	(3%)
Male	17	7	10	1	1	1	7	
Female	17	8	8		3	1	4	1

*Excludes twenty-five tenured instructors who were on leave. See Appendix E.
**Includes visiting instructors and other non-tenurable appointments.

Source: FSIS Computer Report 2533B, October 31, 1981.

APPENDIX E

INSTRUCTORS ON LEAVE
BY TYPE OF LEAVE AND TENURE STATUS
COMMUNITY COLLEGES
FALL 1981

Campus	TOTAL		TYPE OF LEAVE*			
			Sabbatical		Leave without Pay	
	No.	No. Tenured	No.	No. Tenured	No.	No. Tenured
TOTAL	30	25	15	15	15	10
Honolulu CC	7	5	3	3	4	2
Kapiolani CC	4	4	2	2	2	2
Kauai CC	3	2	1	1	2	1
Leeward CC	9	9	5	5	4	4
Maui CC	3	1			3	1
Windward CC	4	4	4	4		

*Excludes 6 non-teaching professional staff on leave: 3 on sabbatical and 3 on leave without pay.

Sources: FSIS reports, October 31, 1981.
Report 2535.

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